

## CCA – Economic Affairs

### Sectoral coverage

The Economic Affairs sector is intended to cover broadly the following economic subsectors: *General economic, commercial, and labor affairs; Agriculture, forestry, fishing, and hunting; Fuel and energy; Mining, manufacturing, and construction; Wholesale and retail trade; Transportation; Communications; Financial services; Professional services; and Other service industries* not separately identified and covered within the remaining eight sectors covered by this Long-Term Strategic Plan (LTSP).

Given the nature of this LTSP (it is mainly a plan for a newly evolving/developing economy), this CCA will use broad brushstrokes to provide guidance on two aspects of the Black American economy: Labor and financing. It is left to Responsible Parties for this sector, in collaboration with Responsible Parties from other sectors, to produce detailed plans for individual economic subsectors (industries) highlighted in the previous paragraph using their expertise and published or new research by subsector-specific experts.

The overarching 100-year goal for the Economic Affairs sector is:

**Black Americans describe their quality-of-life (well-being) as #1 in the world. They indicate that they are the happiest/fulfilled and most productive people because the goods and services and the related incomes that they produce and the wealth that they accumulate through their self-determined economy satisfy the breadth and scope of their material needs (food, clothing, shelter, etc.).**

### Status of the Black America’s economy

The following are highlights of fundamental aspects of the Black/Afrikan American economy. We consider population, employment, income, wealth, and business enterprises.

While there is some uncertainty about the size of the Black American population, the US Department of Commerce’s Bureau of the Census reports that the Black/Afrikan American Alone population was 41.1 million at the 2020 US Census point. When Black/Afrikan Americans in combination with other races and ethnicities are accounted for, the number rises to 46.9 million.<sup>1</sup>

According to the US Department of Labor’s Bureau of Labor Statistics (BLS) reports for 2021, the Black American civilian noninstitutional population 16 years and older was 33.6 million. The labor force was 20.5 million (60 percent of the working age population). A total of 18.7 million Black Americans were employed (55.7 percent of the working age population). The unemployment rate was 8.6 percent of the labor force, as 1.8 million Black Americans were unemployed. Almost 40 percent of the working age population (39.1 percent) or 13.1 million Black Americans were not in the labor force.<sup>2</sup>

Black/Afrikan American Alone median household income in 2021 was \$48,297 compared with a national median of \$70,784. Mean Black Afrikan/American household income for 2021 was \$70,902, compared with the national average of \$102,316. The difference between median and mean incomes for Black/Afrikan Americans with respect to other races/ethnicities is consistent with well-known patterns: The Asian alone category reflects highest incomes, non-Hispanic Whites are second, Hispanic of any race are third, and Black Americans are fourth.<sup>3</sup>

According to the US Federal Reserve Board's *2019 Survey of Consumer Finances*, Black Americans' mean household wealth was \$142,500, while mean wealth for White households was nearly seven times larger at \$983,400.<sup>4</sup>

The US Census Bureau reports that there were 134,567 Black-owned business enterprises in 2019 that were large enough to have employees on the payroll. These employer firms generated \$133.7 billion in receipts and reflected a payroll cost of \$40.5 billion covering 1.3 million employees.<sup>5</sup> In 2018, there were 3,115,000 Black-owned nonemployer firms.<sup>6</sup> These nonemployers garnered \$72.5 billion in receipts.<sup>7</sup>

Another economic-related statistic concerns our preparedness to engage in economic activity: i.e., our education/training. We will not present statistics on Black Americans' average years of schooling here; those statistics will be presented in the Education CCA.

### Sectoral needs and rationale

An important supporting goal of this LTSP is for Black Americans to achieve independence, self-sufficiency, and self-determination. Accordingly, it is critical that this plan provide guidance on how Black Americans can work to develop a smoothly functioning economy that meets our needs.

In the General Public Service (GPS) sector CCA, there is discussion of the assumption that Black Americans will act to achieve independence, self-sufficiency, and self-determination on a distributed (develop-in-place, *in situ*) basis. Consequently, this Economic Affairs CCA builds on that assumption, which constrains somewhat the range of possible economic activities in which Black Americans are likely to engage. Also, to account for potential eventualities, this plan is built on the assumption that the US Government maintains an adversarial and somewhat hostile relationship with newly emerging, self-sufficient, and self-determined Black Americans.

The following seven fundamental economic principles should guide our efforts to build strong economies for our areas of influence:

1. Develop within our population more knowledge, skills, abilities (work experience), and innovativeness to be able to produce goods and services to fulfill our needs broadly.
2. Through specially designed information programs, inculcate in our population Afrocentric and communal economic and persistent work principles and practices; i.e., Ujima (collective work and responsibility) and Ujamaa (cooperative economics).
3. From the outset, produce as much as possible for our own consumption: Especially food, clothing, shelter, energy, financial services, health, education, security, communications,

transportation, and entertainment. We should plan to increase our production of these goods and services as our population grows to sustain and improve our quality of life.

4. Be futuristic in our thinking and incorporate judiciously labor enhancing, relevant, and beneficial artificial intelligence, robotization, and other technologies as needed to improve our quality of life.
5. Reduce our engagement with the broader US economy as we achieve greater self-sufficiency and self-determination (Kujichagulia). As we gain greater control of our areas of influence, operationalize “foreign inward investment” policies that: Leverage external sources of capital, technology, and expertise that maximize Black American employment and income, and that include agreements to secure ownership of related enterprises on favorable terms within reasonable periods.
6. As a source of exports, optimize our production of goods and services that are known to attract significant external demand. At the same time, minimize our importation of goods and services to the extent possible—especially when the price and quality of imports are not exceptionally favorable.
7. Develop the Black American economy on a sustainable, environmentally friendly, restorative, and high moral basis.

Success in achieving our stated goal hinges on the first principle: i.e., developing a sufficient and capable entrepreneurial cadre and labor force. This becomes transparent after considering Table 3.

**Table 3. Estimated Black Employment Requirements by Industry, 2022**  
(Estimates in thousands, except where noted)

Line No.	Industries	(1)	(2)	(3)
		Black Estimated Employment for 2022	Estimated Employment for an Independent Black America in 2022	Labor Shortages and Surpluses (1-2)
<b>1</b>	<b>Total employees, 16 years and over</b>	<b>19,945</b>	<b>21,526</b>	<b>-1,581</b>
2	Agriculture, forestry, fishing, and hunting	78	311	-233
3	Mining, quarrying, and oil and gas extraction	32	82	-50
4	Construction	790	1,603	-813
5	Manufacturing	1,645	2,071	-426
6	Wholesale and retail trade	2,374	2,647	-273
7	Transportation and utilities	2,096	1,371	725
8	Information	318	390	-72
9	Financial activities	1,247	1,500	-253
10	Professional and business services	2,104	2,805	-701
11	Education and health services	5,448	4,811	637
12	Leisure and hospitality	1,702	1,867	-165
13	Other services	753	1,024	-271
14	Public administration	1,351	1,044	307

Sources: BLS and the Census Bureau with LTSP Panel analytics.

Table 3 was constructed using US Department of Labor, Bureau of Labor Statistics (BLS) and US Department of Commerce, Census Bureau data for 2022.<sup>8</sup> As a starting point, it assumes that the distribution of labor in a self-determined Black American economy should mirror that of the broader US economy.<sup>9</sup> Therefore, US employment per capita by industry statistics were computed and used to estimate employment for the Black Americans by industry—column 2. Because it compares column 2 with the actual level of Black employment in column 1, column 3 shows that labor is oversupplied for certain industries (light blue cells), but labor is under supplied for all other industries. Consequently, there is a need for dramatic shifts in the mix of labor by industry to fulfill the labor requirements of a self-determined Black American economy. This shifting will require a tremendous amount of training and retraining. This is an important early objective of the LTSP Economic Affairs sector, which can be achieved through close collaboration with those working in the Education sector.

In other words, a very important objective of this Economic Affairs CCA is to show that Responsible Parties for this sector must coordinate vigorously with those working in the Education sector to urge Black Americans to diversify our aspirations and training at all levels so that we can prepare to supply labor, entrepreneurship, and managerial prowess that will be required to produce a broad range of goods and services for our areas of influence. Given this LTSP, there should be favorable responses to this urging because the future increased demand for Black produced goods and services becomes transparent. Therefore, the creation of new and more human capital is a fundamental element of the strategies outlined in this CCA (see Table 4).

To augment the broad strategies outlined in Table 4 (p. 38), Responsible Parties working in this sector should work to operationalize the following strategies to ensure that the level and rate of growth of financial capital increases in Black American areas of influence:<sup>10</sup>

- Increase the number of Black American-owned banks beyond the 19 that existed in 2022 by collaborating with the General Public Service (GPS) sector and its National Black Planning Council (NBPC) to promulgate a “Bank Strictly Black” campaign.<sup>11</sup> Also, use this just mentioned collaboration to develop a campaign that motivates Black Americans with limited saving and investment capacity to initiate and maintain “Saving Circles.”
- Collaborate with the Education sector to motivate Black Americans to improve our financial literacy, especially the saving and investment components, through new curriculums that are developed for Black Americans.
- Collaborate with the Education sector to convey to Black Americans through new curriculums the value and effectiveness of cooperative ventures, which facilitate the pooling of resources (especially financial resources that will flow through Black banks) to produce larger and more impactful enterprises—larger and more impactful than sole proprietorships.
- Cause Black banks in and near our areas of influence to practice “group economics” and to concentrate their transaction with parties interested in conducting business (however defined) in Black areas of influence.
- Motivate Black banks to secure philanthropic funds from professional sports leagues, wealthy Black and non-Black individuals/organizations/institutions, and other sources that can serve as financial capital. These funds should have “no strings attached.”

- Motivate Black banks to build a high level of expertise in financial services beyond lending in which Black Americans invest most: e.g., insurance and pension services.

It is transparent that expanded financial capital will be required to develop and operate the new enterprises that must be initiated to build the infrastructure and structures and to produce the goods and services required to meet Black America’s needs—and, potentially, the needs of others.

In combination, the broad brushstrokes of the Economic Affairs plan presented herein, the more detailed industry-specific plans that will be developed by Responsible Parties working in this sector over time, and the human and financial capital just discussed will enable self-sufficient, self-sustained, and self-determined economies in Black America’s areas of influence to grow and flourish.

### Suggested Responsible Parties

The following organizations/associations concern themselves with economic aspects of Black life in America. Forceful efforts should go forward to ensure that these organizations/associations join the effort to build self-sufficient and self-determined Black economies in our areas of influence as outlined in this LTSP over the next 100 years.

- National Urban League
- National Economic Association
- Black Bankers Association
- Black Accountants
- Black Farmers
- Black Businesspersons (Owners) Association
- Black Engineers
- Black Construction Contractors Association
- National Association of Black Journalists
- Black Industrial and Labor Organizations
- Other

### Economic Affairs overarching goal and objectives

Following the overarching goal and selected supporting goals of the coordinated and integrated phased 100-year LTSP, Table 4 presents the phased 100-year overarching goal and selected objectives for the Economic Affairs sector.

**Table 4. Economic Affairs Phased 100-Year Overarching Goal and Selected Objectives**

No.	Phases	Goals and Subgoals
1	Years 1-5 objectives	Collaborate within this sector and with other sectors to identify all relevant Responsible Parties; ensure that this sector is represented on the National Black Planning Council (NBPC); for the duration of this plan, refer Responsible Parties from this sector to serve on the General Public Service (GPS) sector’s Economic Development Council; in conjunction with the Education sector, direct relevant Responsible Parties in this sector to formulate and begin implementing training, skill development, and experience gathering programs in their fields; establish economic affairs related focal points in all sizeable areas of influence; initiate information programs that point toward greater independence, self-sufficiency, and self-determination in our areas of influence; leverage and help augment food growing programs in Black areas of influence (especially vertical gardens) and assist them in becoming more prevalent and comprehensive; and in collaboration with the Defense, Public Order, and Safety (DPOS) sector, motivate areas of influence to initiate security teams to reduce crime.
2	Year 6-10 objectives	Continue and expand ongoing training, skill development, and experience gathering programs; assist in completing the formation and operationalization of the NBPC; continue the independence and self-reliance information campaign; initiate raising of financial capital for NBPC and other sectors’ operations, financial institution development, and for other important purposes; collaborate with the GPS sector to develop an administrative communications network that enables direct communication with all Black American households; initiate a program that will assist Black nonemployer firms in evolving into employer firms; meet 20 percent of food demand internally; generate a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in Black homeownership in our areas of influence; and expand our physical security program
3	Year 11-15 objectives	Continue work-related training, financial capital raising, financial institution development, food security enhancement, homeownership expansion, employer firm development, administrative communications network development, and physical security programs; use the administrative communications network to conduct a population count and to begin collection and reporting of socioeconomic statistics; meet 40 percent of food demand internally; generate a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual growth in Black employer firms; and conduct an evaluation for course correction.



No.	Phases	Goals and Subgoals
4	Year 16-20 objectives	Initiate the establishment of a central financial institution to assist and support all Black financial institutions; initiate area of influence infrastructure improvement programs; exert control of physical security within our areas of influence (no outside police); continue work-related training, financial capital raising through voluntary financial contributions, financial institution development, food security enhancement, homeownership expansion, administrative communication network development, and employer firm development programs; meet 60 percent of food demand internally; effect a 5 percent annual increase in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; begin considering inward foreign direct investment; and conduct an evaluation for course corrections.
5	Year 21-40 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, and employer firm development programs; ensure the well-being of Black American citizens is at a level where no citizen lives below the poverty line and all citizens have access to high-quality employment, housing, food security, educational opportunities at all relevant levels, and health and physical security; conduct a census; meet 80 percent of food demand internally; effect a 5 percent annual growth in Black financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; begin selected inward foreign direct investment; and conduct an evaluation for course corrections.
6	Year 41-60 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, employer firm development programs, and inward foreign direct investment; establish Black Americans as a global standard for evolutionary/development processes; conduct a population count; meet 100 percent of food demand internally; increase the number of financial institutions by 5 percent annually; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; and conduct an evaluation for course corrections.

No.	Phases	Goals and Subgoals
7	Year 61-80 objectives	Continue work-related training, financial capital raising through voluntary contributions, improving central and local financial institutions development, food security enhancement, homeownership expansion, area of influence infrastructure development, administrative communication network development, the expansion of relationships with Black nation states, employer firm development programs, and inward foreign direct investment; ensure that Black Americans' quality of life is ranked in the globe's top decile; conduct a population count; achieve a 5 percent annual increase in financial institutions; achieve a 5 percent increase in homeownership; achieve a 5 percent annual increase in Black employer firms; and conduct an evaluation for course corrections.
8	Year 81-100 subgoal  Overarching 100-Year GOAL	Continue all relevant efforts from previous phases; and prepare a new 100-Year LTSP for the Economic Affairs sector.  <b>Black Americans describe their quality-of-life (well-being) as #1 in the world. They indicate that they are the happiest/fulfilled and most productive people because the goods and services and the related incomes that they produce and the wealth that they accumulate through their self-determined economy satisfy the breadth and scope of their material needs (food, clothing, shelter, etc.).</b>



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- <sup>1</sup> Nicholas Jones et al (2021). “2020 Census Illuminates Racial and Ethnic Composition of the Country.” [\(https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html#:~:text=Multiracial%20Population,-In%202020%2C%20the&text=The%20largest%20Multiracial%20combinations%20in,Other%20Race%20\(1%20million\)](https://www.census.gov/library/stories/2021/08/improved-race-ethnicity-measures-reveal-united-states-population-much-more-multiracial.html#:~:text=Multiracial%20Population,-In%202020%2C%20the&text=The%20largest%20Multiracial%20combinations%20in,Other%20Race%20(1%20million)) (Ret. 072122).
- <sup>2</sup> US Department of Labor, Bureau of Labor Statistics (2021). “Employment status of the civilian noninstitutional population by age, sex, and race.” *Current Population Survey*. <https://www.bls.gov/cps/tables.htm#annual> (Ret. 072122).
- <sup>3</sup> US Department of Commerce, Bureau of the Census (2022). “Table H-5. Race and Hispanic Origin of Householder—Households by Median and Mean Income: 1967-2021.” <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-households.html> (Ret. 021423).
- <sup>4</sup> Neil Bhutta et al (2020). “Disparities in Wealth by Race and Ethnicity in the 2019 Survey of Consumer Finances.” *Survey of Consumer Finances*. <https://www.federalreserve.gov/econres/notes/feds-notes/disparities-in-wealth-by-race-and-ethnicity-in-the-2019-survey-of-consumer-finances-20200928.htm> (Ret. 072122).
- <sup>5</sup> US Department of Commerce, Bureau of the Census (2021). “Census Bureau Releases New Data on Minority-Owned, Veteran-Owned, and Women-Owned Businesses.” <https://www.census.gov/newsroom/press-releases/2021/characteristics-of-employer-businesses.html#:~:text=There%20were%20an%20estimated%20134%2C567,%2440.5%20billion%20in%20annual%20payroll> (Ret. 072122).
- <sup>6</sup> Adam Grundy and Lynda Lee (2022). “Black History Month: Census Bureau Looks at Nation’s Black-Owned Businesses.” <https://www.census.gov/library/stories/2022/02/increase-in-number-of-united-states-black-owned-businesses-between-2017-and-2019.html> (Ret. 072122).
- <sup>7</sup> US Department of Commerce, Bureau of the Census (2021). “Nonemployer Statistics by Demographics.” <https://www.census.gov/newsroom/press-releases/2021/nonemployer-statistics-by-demographics.html> (Ret. 072122).
- <sup>8</sup> US Department of Labor, Bureau of Labor Statistics (2023). “Table 18. Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity.” *Current Population Survey*. <https://www.bls.gov/cps/cpsaat18.htm> (Ret. 020923). Population estimates for per capita employment were derived from US Department of Commerce, Bureau of the Census statistics available at <https://www.census.gov/quickfacts/fact/table/US/PST045221> (Ret. 020923).
- <sup>9</sup> This assumption is adopted because, being imbedded in the US economy, Black labor has absorbed production practices and technologies that are reflected in the US economy. These operational skills and know-how will be transportable to Black areas of influence economies. Also, Black American consumers have adapted to, and become comfortable with, a consumption pattern that is aligned with that of the US. However, Responsible Parties for this sector may find that it is in Black America’s best interest to adjust Black employment expectations at the outset of implementing this LTSP to produce a different set of consumption goods and services.
- <sup>10</sup> Some of these strategies are discussed further in the CCA on Housing and Community Amenities.
- <sup>11</sup> The 19 Black banks cited is from the Federal Deposit Insurance Corporation’s “Minority Depository Institutions Program.” <https://www.fdic.gov/regulations/resources/minority/mdi.html> (Ret. 012323).
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